



State of California
Employment Training Panel

Training Proposal for:
Harbor Packaging, Inc.

Agreement Type: \$75,000 or Less

Agreement Number: ET09-0273

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **San Diego**

Analyst: C. Robinson

CONTRACTOR:

- Type of Industry: Manufacturing:
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees
 - California: 130
 - Worldwide: 200
 - Number to be trained: 100
- Manager/Supervisor: 18%
- Turnover Rate: 17%
- Repeat Contractor: ☒ Yes ☐ No
- Substantial Contribution: ☐ Yes ☒ No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$73,800
- In Kind Contribution: \$75,000
- Average Cost per Trainee: \$738
- Post Retention Wage: \$13.37
- Health Benefits: \$1.89 per hour
- Occupations to be Trained: Managers/Supervisors, Administrative Staff,
Sales Staff, Production Staff

- Training Menu:

<input type="checkbox"/> Business skills	<input checked="" type="checkbox"/> Literacy skills
<input type="checkbox"/> Commercial skills	<input checked="" type="checkbox"/> Management skills
<input type="checkbox"/> Computer skills	<input checked="" type="checkbox"/> Manufacturing skills
<input checked="" type="checkbox"/> Cont. Improvement	<input checked="" type="checkbox"/> Other: Hazardous Materials
- Advanced Technology: ☐ Yes ☒ No
- Range of Hours: 24 - 200 Weighted Average: 41
- Multiple Job Numbers: ☐ Yes ☒ No
- County(ies) Served: San Diego
- Union Representation: ☐ Yes ☒ No
- Subcontractor: Spectra Consulting, LLC in Sierra Madre to perform Administrative services for a fee of \$9,594.
- Third Party Services: Spectra also assisted with the ETP application and training plan at no cost.

INTRODUCTION

Founded in 1986, Harbor Packaging, Inc. (Harbor) is a privately owned company, with locations in San Diego and Mexico. It specializes in the manufacturing of corrugated cartons, custom foam, point of purchase displays, and many other custom corrugated products for customers located worldwide. The company also distributes a wide range of packaging supplies such as stock boxes, tape, cushioning, bags, bubble pack, and V-board.

This is the second ETP proposal for Harbor within the last five years. The company intends to retrain its San Diego facility employees in the skills necessary for Harbor to remain competitive and continue its efforts to create a corporate culture of continuous improvement through support of advanced quality control practices that were initiated in its first ETP Agreement. Company representatives state that the proposed training has never been delivered in the past and was not delivered to company employees in the previous ETP Agreement.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal.

PRIOR PROJECTS

The following table summarizes performance by the company under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET06-0271	Poway	04/05/06 – 04/04/08	\$180,544	* \$110,235

- * Harbor's representative states that 91 trainees completed (73%) training and 61% of the ETP funds encumbered were earned in its first ETP Agreement. It focused on delivery of Statistical Process Control, 5S, Business Skills, and ISO Review class/lab training. During this Agreement, Harbor experienced an increase in sales that precluded the company's ability to schedule, and for trainees to attend, as much training as initially planned for this Agreement. The company's proposed training plan is in line with the number of training hours actually delivered during its first ETP project.